

Hoover Report on Economy

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the fullest extent consistent with reasonable economy and protection of the merit system.

2. The Civil Service Commission should devise and require agency compliance with uniform employment standards and regulations. Political favoritism in appointments should be prohibited by law.

3. Recruiting policies should guarantee completely open competition, but encourage positive recruitment wherever possible.

4. An effective employment information program should be inaugurated to improve the prestige and drawing power of Federal agencies in the employment market.

5. Flexible examining, ranking and selection procedures should be devised by the Civil Service Commission in collaboration with the agencies in order to assure the highest attainable accuracy in the selection of personnel.

6. A Nation-wide system of Veteran Preference Offices should be established under the Civil Service Commission to offer positive assistance to veterans interested in Federal employment.

7. All agencies and classes of positions, except those filled by temporary or political appointees, should offer equal employment status.

SECOND PROGRAM: To improve the Retention, Development and Promotion of Career Employees.

1. The present compensation of Government officials should be increased and a permanent plan should be established for keeping all salary levels, fixed by law, properly adjusted. In this connection it is recommended that the ceiling for the top civil service grades be increased to \$15,000; and that a board on Compensation Policy and Awards be established to keep all compensation levels under continuing review.

2. A program of prestige awards for Federal executives should be devised and administered by the Board on Compensation Policy and Awards.

3. A career business manager posi-

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